



## COUNTY OF GLENN

PERSONNEL DEPARTMENT

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### GLENN COUNTY MID-MANAGERS' ASSOCIATION

#### EMPLOYEE SUMMARY OF BENEFITS\*

**HOLIDAYS:** *13 paid holidays per year and an additional twenty-four hours of Holiday Leave.* An employee must be employed the last working day before and the first working day after the holiday in order to receive holiday compensation. Employees on leave without pay shall not accrue holiday benefits.

**VACATION:** *88 hours (.0424 hrs. per scheduled hr. in paid status) per year during the first two years of service; 128 hours (.0616 hrs. per scheduled hr. in paid status) per year during years 3 through 12; 168 hours (.0808 hrs. per scheduled hr. in paid status) per year during years 13 through 20; 208 hours (.1000 hrs. per scheduled hr. in paid status) per year after 20 full years of service.*

**SICK LEAVE:** *96 hours (approximately twelve working days) per year of paid sick leave.*

**LONGEVITY:** Service is based on employment with Glenn County. The County shall provide a longevity differential above the employee's base rate of pay for those employees represented by this unit as follows: after 10 full years of service 5%, after 15 full years of service 1%, after 20 full years of service 1%, after 25 full years of service 1% and after 30 full years of service 1% for a total of 9%.

**BEREAVEMENT LEAVE:** 40 hours with pay for each instance for immediate family members. Immediate family includes current spouse, registered domestic partner, children, step children, grandchildren, parents, stepparents, brothers, sisters, stepbrothers, stepsisters, grandparents, sons-in-law, daughters-in-law, parents-in-law, stepparents-in-law, brothers-in-law, sisters-in-law, stepbrothers-in-law, stepsisters-in-law, grandparents-in-law or other person living in the employees' household.

**HEALTH PLAN:** Glenn County contracts with PERS for medical insurance. The County pays a portion of the medical insurance premium based on the carrier and amount of the total premium.

**VISION PLAN:** The County pays the employee premium for a vision plan with *Medical Eye Services (MES)*. The employee may enroll dependents at the employee's expense.

**DENTAL PLAN:**

GCMMA employees are offered a choice of two voluntary dental insurance plans; *Delta Dental (PPO) Plan and DeltaCare (HMO) Plan*. The County pays a portion of the employee's premium; the remainder is paid through payroll deduction.

**DEFERRED**

**COMPENSATION:**

The County offers three IRC § 457 voluntary Deferred Compensation Plans (tax deferred long-term savings plans): *Voya, Nationwide and Edward Jones*.

**SHORT TERM**

**DISABILITY:**

The County coordinates with Short Term Disability Insurance for regular employees.

**LIFE INSURANCE:**

The County pays the premium on a *\$50,000 Group Term Life Insurance* policy for regular County employees. The employee pays the premium for optional life insurance.

**RETIREMENT:**

The County is in the *Public Employees' Retirement System (PERS)* which is coordinated with Social Security. The employee is responsible for 100% of the employee's contribution to PERS (approx. 8%). Unused accrued sick leave can be converted to service credit at retirement.

**SUPPLEMENTAL**

**RETIREMENT:**

GCMMA employees participate in the Laborers' International of North America (Industrial) Pension Fund.

**PREMIUM PAY:**

Premium pay such as shift differential, bilingual and working-out-of-class pay may be paid depending upon the employee's work assignment and class.

\* Benefits are listed for full-time employees; certain benefits are pro-rated for part-time employees.